

PAYNE & FEARS LLP  
Attorneys at Law  
James T. Conley, Bar No. 224174  
One Embarcadero Center, Suite 2300  
San Francisco, CA 94111  
Telephone: (415) 398-7860  
Facsimile: (415) 398-7863

PAYNE & FEARS LLP  
Attorneys at Law  
Andrew J. Jarmillo, Bar No. 198303  
4 Park Plaza, Suite 1100  
Irvine, CA 92614  
Telephone: (949) 851-1100  
Facsimile: (949) 851-1212

Attorneys for Defendant  
HOME DEPOT U.S.A., INC.

**UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA**

RICK HUERTA,  
  
Plaintiff,  
  
v.

HOME DEPOT, U.S.A., INC., a  
Delaware corporation doing  
business in California and  
DOES 1-25  
  
Defendants.

CASE NO. C 07 3520 PJH

**JOINT CASE MANAGEMENT STATEMENT**

Date Action Filed: May 25, 2007  
Trial Date: None set

Pursuant to Local District Court Rule 16-9, plaintiff  
Rick Huerta ("Plaintiff") and defendant The Home Depot U.S.A.,  
Inc. ("Defendant") hereby jointly submit the following Case  
Management Statement:

1           1.    Jurisdiction and Service

2  
3           This Court has jurisdiction over this action because  
4 complete diversity exists under 28 U.S.C. § 1332 and 28 U.S.C. §  
5 1441(b). Defendant is a Delaware corporation with its principal  
6 place of business in Georgia. Plaintiff resides in the State of  
7 California. Further, the amount in controversy exceeds \$75,000.  
8 The parties are not currently aware of any personal jurisdiction  
9 or venue issues. The parties are not currently aware of any  
10 parties that remain to be served.  
11

12           2.    Facts

13  
14           This is a wage and hour case in which Plaintiff claims  
15 that he was not properly classified as exempt from California  
16 overtime pay requirements when he was employed by Defendant as an  
17 Assistant Store Manager. Defendant contends that it properly  
18 classified all of its Assistant Store Managers, including  
19 Plaintiff, as exempt pursuant to the appropriate Wage Orders of  
20 the California Industrial Welfare Commission and California law.  
21

22           Plaintiff alleges that he is entitled to unpaid  
23 overtime, waiting time penalties pursuant to Labor Code Section  
24 203, penalties for failure to provide meal and/or rest periods,  
25 and for a penalty for failing to provide him accurate itemized  
26 wage statements. Plaintiff has also alleged causes of action  
27 based on unfair competition, failure to produce records, and  
28 constructive trust.

1 Defendant denies Plaintiff's allegations and denies  
2 that he has been damaged in any sum. Defendant contends that  
3 during the entire period during which Plaintiff was employed as  
4 an Assistant Store Manager, Plaintiff performed exempt duties and  
5 fit within the definition of an exempt employee. Defendant  
6 denies that plaintiff was misclassified and denies that he has  
7 any viable cause of action against Defendant.

8  
9 3. Legal Issues

10  
11 The key disputed point of law in this action is whether  
12 Plaintiff was exempt from the overtime and meal period provisions  
13 of the California Wage Orders. See California Industrial Welfare  
14 Commission Order No. 7-2001. Also at issue is whether Plaintiff  
15 may maintain a claim for relief under Business and Professions  
16 Code Section 17200, et seq. (unfair competition) and the  
17 appropriate statute of limitations. Arias v. Superior Court, 153  
18 Cal. App. 4th 777 (2007).

19  
20 4. Motions

21  
22 There are no prior or pending motions in this matter.  
23 Defendant anticipates filing a motion for summary judgment.  
24 There are no discovery-related motions currently anticipated,  
25 though the parties may file such motions if necessary.  
26  
27  
28

1 5. Amendment of Pleadings

2  
3 The parties do not expect to add or dismiss any  
4 parties, claims, or defenses at this time. The parties propose  
5 November 30, 2007, to amend the pleadings.  
6

7 6. Evidence Preservation

8  
9 The parties have taken all steps necessary to preserve  
10 evidence relevant to the issues reasonably evident in this  
11 action. Pursuant to FRCP 26(f)(3), the parties do not believe  
12 that there is a need for discovery into any electronically stored  
13 information. To the extent that the parties later develop a need  
14 for discovery from electronically stored information, they will  
15 discuss such information at the appropriate time.  
16

17 7. Disclosures

18  
19 The parties agree that no changes should be made to the  
20 timing, form or requirement for disclosures under FRCP 26(a).  
21 The parties will exchange initial disclosures on or before the  
22 Conference on October 11, 2007.  
23

24 8. Discovery

25  
26 The parties have not taken any discovery to date. In  
27 addition to the exchange of initial disclosures, the parties  
28 anticipate completing written discovery, document productions,

1 and any necessary depositions.

2  
3 The parties may require discovery on the following  
4 subjects: (1) Plaintiff's duties and his supervisory  
5 responsibilities; (2) Plaintiff's performance of his duties and  
6 supervisory responsibilities; (3) Plaintiff's allegations in his  
7 complaint, including but not limited to his claims that he was  
8 misclassified as an exempt employee; (4) Plaintiff's work  
9 schedules; (5) Plaintiff's meal periods; (6) Defendant's policies  
10 and procedures related to Assistant Store Managers and their job  
11 duties; (7) Defendant's responses and defenses to Plaintiff's  
12 claims; (8) Plaintiff's complaints, if any, related to his work  
13 duties and any discipline he received; (9) Liability and damages,  
14 including, but not limited to, Plaintiff's efforts to mitigate  
15 any alleged damages.

16  
17 The parties expressly reserve their rights to conduct  
18 discovery on any and all other matters pertinent to the claims  
19 and defenses raised in the pleadings or otherwise available to  
20 the parties.

21  
22 The parties propose the following discovery plan pursuant to  
23 FRCP 26(f). The parties agree that all discovery should be  
24 completed by April 25, 2008, or within ninety days before the  
25 date this matter is set for trial. With regard to expert  
26 disclosures and discovery, the parties agree that such discovery  
27 shall be completed at least sixty (60) days before the trial date  
28 or, if the evidence is intended solely to contradict or rebut

1 evidence on the same subject matter identified in the other  
2 party's expert disclosure, within thirty (30) days after the  
3 disclosure made by the other party.

4  
5 The parties agree that no changes should be made in the  
6 limitations on discovery imposed by the FRCP or the Local Rules  
7 with the exception of the time limits imposed on depositions by  
8 FRCP 30. The parties stipulate that the provisions of FRCP  
9 30(d)(2), which limit the length of a deposition to one day of  
10 seven hours, will not apply to the depositions of Plaintiff if  
11 additional time is reasonably necessary to complete his  
12 deposition.

13  
14 9. Class Actions

15  
16 This is not a class action.

17  
18 10. Related Cases

19  
20 The parties currently are unaware of any cases related  
21 to this action.

22  
23 11. Relief

24  
25 Plaintiff claims overtime, penalties and interest of  
26 approximately \$110,500. Defendant contends that if liability is  
27 established, damages should be calculated based upon the  
28 admissible documentary and testimonial evidence set forth in the

1 action.

2  
3 12. Settlement and ADR

4  
5 The parties agree that it is too early to determine the  
6 prospects for settlement. The parties have complied with the  
7 requirements of ADR L.R. 3-5 by agreeing to engage in private  
8 mediation (see ADR Certification and Stipulation/Order, filed  
9 separately). The parties agree that they will be in a better  
10 position to conduct serious settlement negotiations after initial  
11 disclosures and discovery have been completed.

12  
13 13. Consent to Magistrate Judge For All Purposes

14  
15 The parties agree that they are willing to consider  
16 having this matter assigned to a magistrate judge for all further  
17 proceedings including trial and entry of judgment.

18  
19 14. Other References

20  
21 The parties agree that this case is not suitable for  
22 reference to binding arbitration, a special master, or the  
23 Judicial Panel on Multidistrict Litigation.

24  
25 15. Narrowing of Issues

26  
27 The parties agree that the IWC Wage Order 7-2001 sets  
28 forth the correct exemptions under which Defendant contends that

1 Plaintiff was qualified. The parties do not currently anticipate  
2 an ability to narrow any other issues presented in this case.

3  
4 16. Expedited Schedule

5  
6 The parties do not believe that this case can or should  
7 be subject to an expedited or streamlined schedule that is  
8 inconsistent with the proposed dates set forth below.

9  
10 17. Scheduling

11  
12 The parties propose the following dates:

- 13  
14 (1) Discovery Cutoff: April 25, 2008  
15 (2) Motion Cutoff: May 23, 2008  
16 (3) Designation of Experts: June 6, 2008  
17 (4) Final Pretrial Conference: July 18, 2008  
18 (5) Trial: August 18, 2008

19  
20 18. Trial

21  
22 The parties agree that this case may be tried to the  
23 court and the expected length of the trial is 3 to 4 days.

24  
25 19. Disclosure of Non-party Interested Entities or  
26 Persons

27  
28 Each party has filed the "Certification of Interested



1 Entities or Persons" required by Civil Local Rule 3-16. Plaintiff  
2 has not identified any persons or entities. Defendant has  
3 identified Home Depot, Inc., its parent company.  
4

5 20. The parties do not believe that there are any  
6 other matters that may facilitate the just, speedy and  
7 inexpensive disposition of this matter.  
8

9 DATED: October 9, 2007 PAYNE & FEARS LLP

10  
11 By:/s/ \_\_\_\_\_  
ANDREW J. JARAMILLO

12 Attorneys for Defendant  
13 THE HOME DEPOT, INC.

14 DATED: October 9, 2007 UNITED EMPLOYEES LAW GROUP, P.C.

15  
16 By:/s/ \_\_\_\_\_  
BRUCE DAVIS

17 Attorneys for Plaintiff  
18 RICK HUERTA  
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